



DoD Human Resources Strategic Planning

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Topics

- **Background: A Year in Review**
- **DoD Strategic Plan and “Where We’d Be Proud to Be in July 2004” Goals**
- **Reporting Requirements**
- **FY 2002 Accomplishment Highlights**
- **FY 2003 Accomplishment Highlights**
- **Beyond 2003**



“If you want to make enemies, try to change something”
(Woodrow Wilson)



A Year in Review

- **OSD (P&R) published baseline DoD HR Strategic Plan (2002 –2008) April 2002**
- **Plan based on President's Management Agenda and DoD Goals and Objectives**
 - **Consists of 7 Major “Scorecard” Goals**
- **DoD completed 28 of 29 FY 2002 Strategic Plan performance measures**
- **Senior HR Steering Group updated Strategic Plan in December 2002**



A Year in Review

- **Published Annex A, FY 2002 Annual Report**
- **Published Annex B, FY 2003 Year of Execution Plan**
- **DoD completed 32 of 41 of FY 2003 HR Strategic Plan performance measures to date**
- **OPM introduced “Where we’d be proud to be in July 2004” strategic planning goals**



DoD HR Strategic Plan Goals

- GOAL 1: Promote focused, well-funded recruiting to hire the best talent available.
- GOAL 2: Provide a Human Resources System that ensures the readiness of tomorrow's integrated force structure.
- GOAL 3: Promote and sustain civilian workforce that is as richly diverse as America itself.
- GOAL 4: Invest in human capital to improve effectiveness of the workforce.
- GOAL 5: Provide management systems and tools that support total force planning and informed decision-making.
- GOAL 6: Focus the Human Resources Community on the needs of its customers.
- GOAL 7: Promote Quality of Work Life as an integral part of daily operations.



“Proud to Be” Goals

- **Human capital strategies are linked to agency mission and goals.**
- **Organization is restructured as appropriate to provide optimal service at lowest cost and respond to changing business needs; strategies include redeployment, delayering, competitive sourcing, and E-Gov.**
- **Continuity of leadership and knowledge is assured through succession planning and professional development.**
- **Performance appraisals for SES and managers link to agency mission and are cascaded appropriately throughout more than 60% of the agency.**
- **Workforce is diverse, including mission critical occupations and leadership; agency consistently measures and works to sustain diversity.**
- **Current and future skill gaps in mission critical occupations are identified and reduced.**
- **Human capital program is guided by measurable outcomes.**



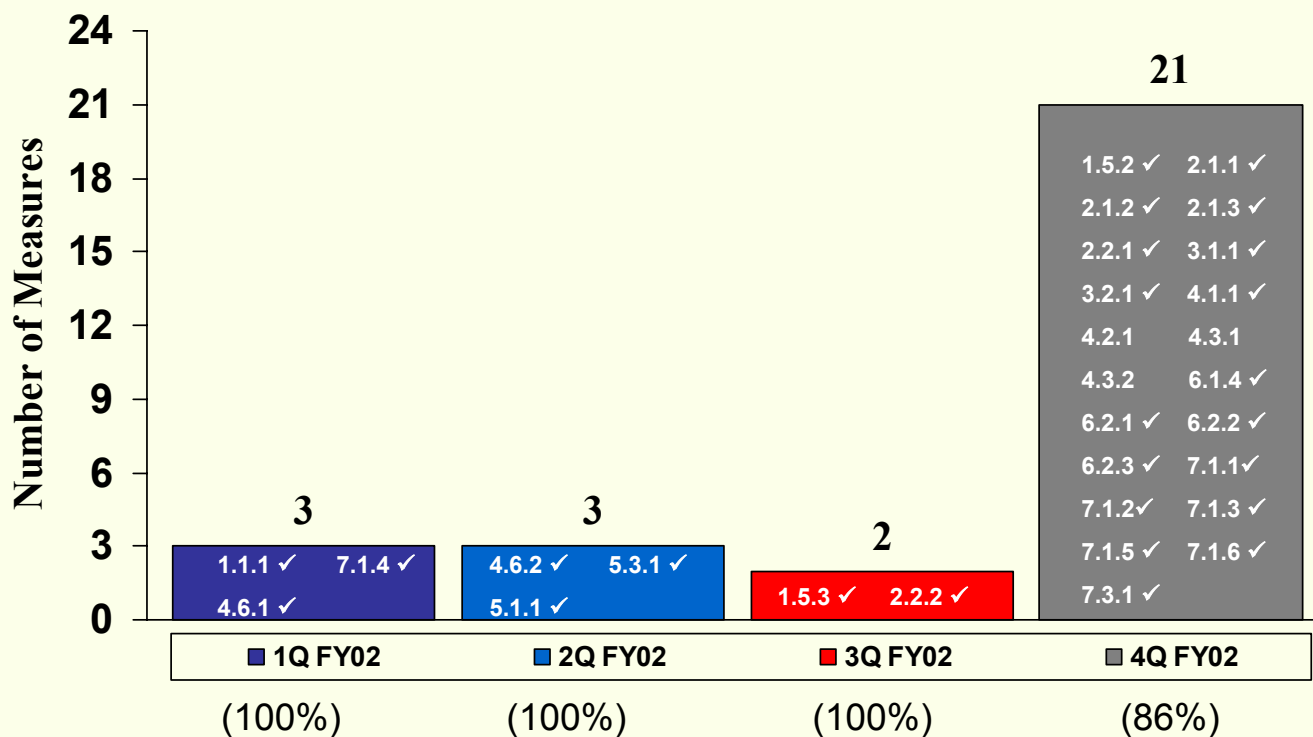
Reporting Requirements

- **Quarterly Status of the Force briefing to Dr. Chu, USD(P&R)**
- **Quarterly reports to OPM and OMB for the President's Management Agenda (PMA) "Scorecard" Assessment**
 - **Proof Books**
- **Annual Annexes**



FY02 MEASURES

END FY02



*FY02 Carryover Measures ✓ Measure completed



FY 2002 Accomplishment Highlights

- **Published policy to cover FWS employees for payment of the 3R's.**
- **DoD Priority Placement Advisory Council conducted a review of the PPP.**
- **Analyzed DoD HR practices and processes to identify best practices.**
- **Analyzed best HR practices in the private sector and identified suitable use for DoD.**
- **Identified components of personnel policy and processes desired in a specific civilian personnel system.**
- **Drafted and submitted legislative proposals for the FY04 Unified Legislative Budget (ULB).**



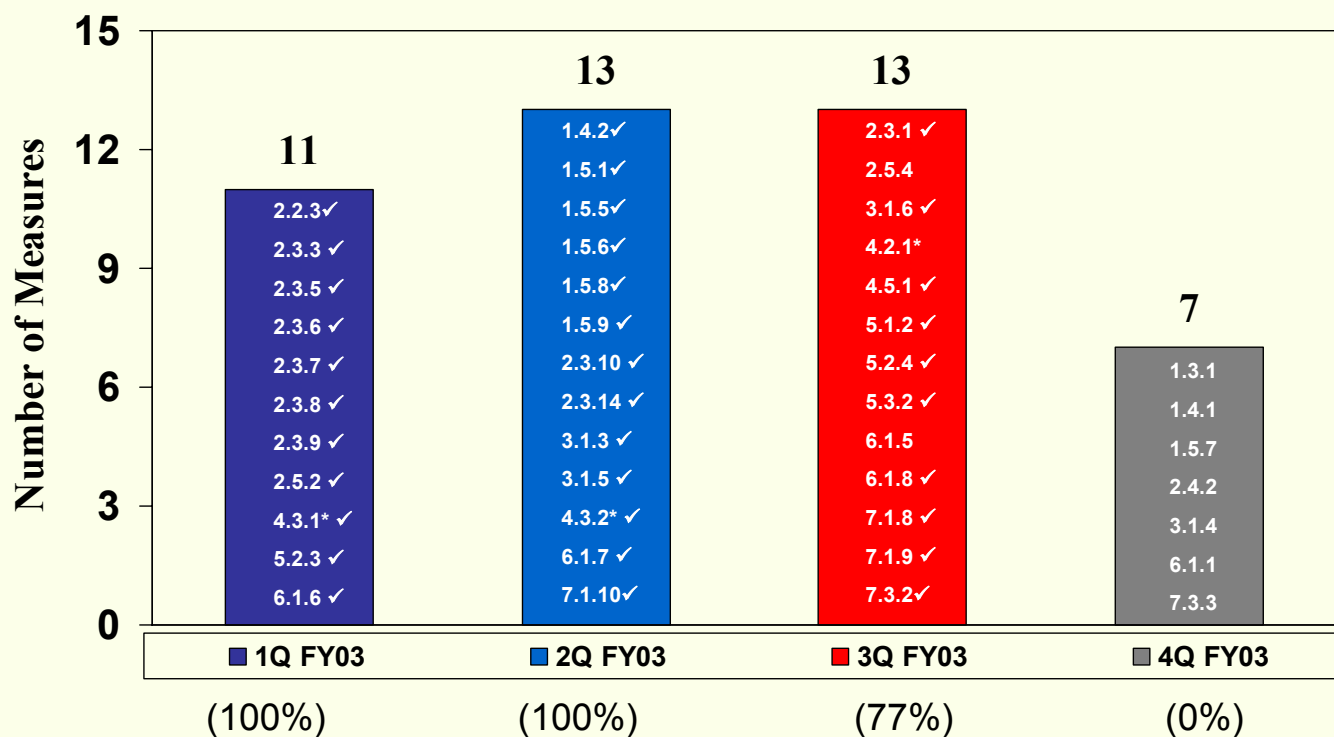
FY 2002 Accomplishment Highlights

- **Implemented the federal student loan repayment program.**
- **Implemented expanded authority for VSIP buyouts for workforce shaping.**
- **Participated in the OPM Workforce Survey.**
- **Ensured or established alliances with public and private sector institutions to influence HR issues and direction.**
- **Compiled, evaluated and developed policy on Work Life flexibilities.**
- **Established the DoD Quality Occupational Environment Working Group.**



FY03 and FY02 CARRYOVER MEASURES QTR DUE DATES

June 30, 2003



*FY02 Carryover Measures ✓ Measure completed



FY 2003 Accomplishment Highlights

- **Conducted a comprehensive evaluation of DoD demonstration projects and identified desirable features.**
- **Published Federal Register of “Best Practices”**
- **Submitted National Security Personnel System (NSPS) legislation.**
- **Published “Management Guide for Contingencies and Emergencies.”**
- **Developed HR Performance Measures**
- **Established the Defense Applicant Assistance Office (DAAO).**
- **Reviewed Police Officer staffing levels for Special Pay Rate consideration.**



FY 2003 Accomplishment Highlights

- **Established the Automated Reemployment Priority List (RPL).**
- **Revised the Defense Civilian Intelligence Personnel System (DCIPS) Manuals.**
- **Established long-term care insurance for NAF employees.**
- **Submitted legislation to extend FEHB insurance program transition assistance for displaced employees.**
- **Drafted plan to launch the DoD Training Consortium.**
- **Delegated to Service Secretaries approval of cash awards up to \$25K.**



FY 2003 Accomplishment Highlights

- **Established cooperative partnerships with colleges and universities to promote DoD employment, support diversity and attain Department goals for hiring persons with disabilities.**
- **Submitted legislation to standardize asbestos exposure criteria for white-collar and blue collar employees.**
- **Mandated Department-wide use of the Defense Injury and Unemployment Compensation tracking System (DIUCS) and use of the Electronic Data Interchange (EDI) when filing FECA claims**
- **Extended lump-sum severance pay option through FY 2006.**
- **DCPDS included in Business Enterprise Architecture**

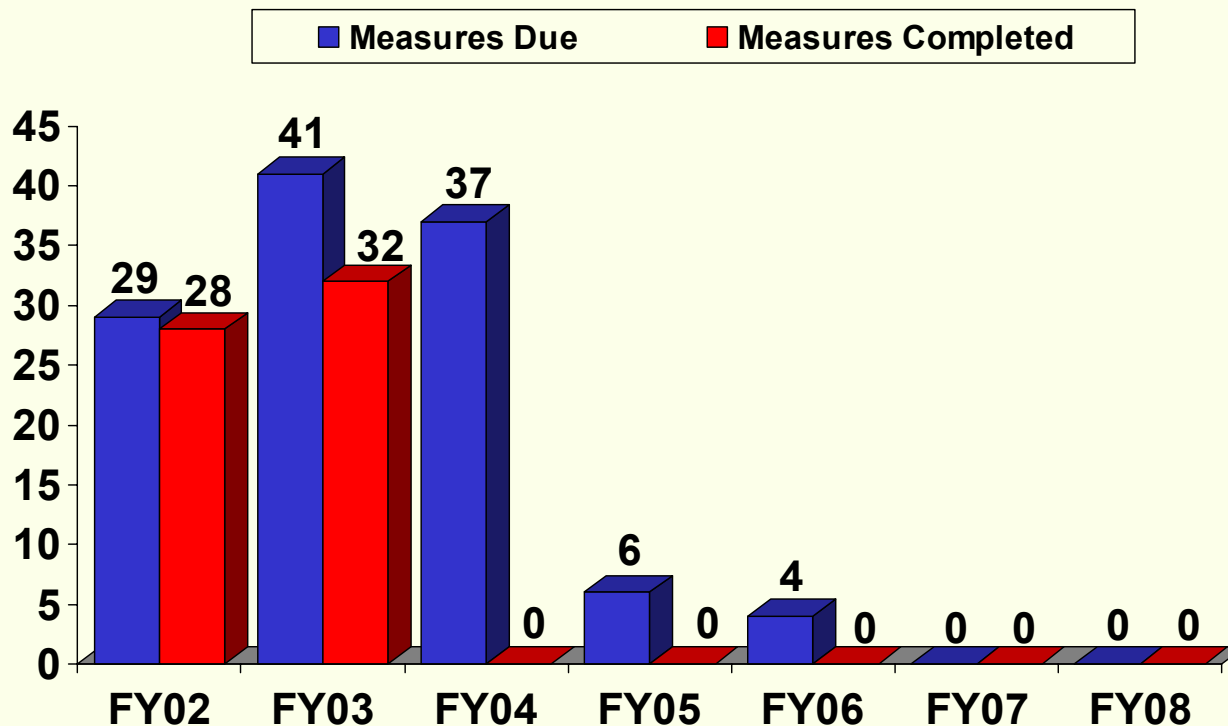


FY 2003 In-Progress Highlights

- **Conducting PPP-Resumix test.**
- **Studying intern recruitment strategies and reviewing recruiting programs to market DoD as “first choice.”**
- **Upgrading DCPDS to web-enabled technology.**
- **Integrating DoD HR initiatives with DoD budget and resources process ((Program Objective Memorandum (POM)).**
- **Developing and implementing a customer feedback program.**
- **Analyzing the OPM Workforce Survey data**
- **Implementing EEO Complaints Process Pilots**



Beyond FY 2003



Measures 4.2.1, 4.3.1[#], and 4.3.2^{##} carryover to FY03 [[#] Completed in October 2002] [^{##} Completed in June 2003].

They are still reflected as FY02 measures.



Next Step

**Convene Senior HR Policy Group to validate
FY 2004 measures and identify out years
objectives**



Questions?